



Volume 32 No. 1 January/February 2004

FIREFIGHTER

Challenges in Scotland

Stage 2 pay scales

GENERAL SECRETARY

THE Fire and Rescue Services Bill has passed its second reading. Parts of the Bill are laudable. For example, a new emphasis on fire prevention and a recognition of the wide range of life-saving tasks now carried out by FBU members.

But sadly the legislation will amount to very little in *totality*, to borrow a favourite phrase of our PM, as long as it fails to address the key issue: cuts to fire cover being promoted by fire authorities under Integrated Risk Management Plans (IRMPs). For the cuts agenda is what is emerging from many draft IRMPs up and down the country.

In response to this, we must continue to press the case for a national standard of zero fire deaths. And whether in England, Wales, Northern Ireland or Scotland (see article on page 4), we must use this standard as the goal in our battle to defend fire cover at a local level. Make

no mistake about this, history has taught us that we can and will win these battles, as long as we remain united.

Unity will also be required of the whole labour and progressive movement if we are to get this Government back on track over the two big issues that have been dominating the headlines in recent weeks: Iraq and education.

As fate would have it, within a day of the Fire and Rescue Services Bill debate, the Hutton Inquiry had published its findings and MPs had cast their votes on top-up fees.

Hutton, of course, never was going to get to the heart of the issue that really matters – whether there was any justification at all for going to war in the first place. That wasn't the noble Lord's brief – and deliberately so.

We know the answer to that question in any case. We know the 45 minute threat is bogus. We know there are no weapons of mass destruction, because nine months after toppling Saddam, the Anglo-American occupation force still can't find a single one.



ANDREW WARD/REPORTPHOTOS.COM

IT'S TIME FOR AN ALTERNATIVE

Meanwhile, people on both sides are still dying while President Bush lines the pockets of his friends in big business and his army threatens Iraq's new democratic trade unions (see article on page 12).

The other big issue for trade unions and the wider progressive movement is top-up fees. The main thrust is to allow universities to charge "variable" fees, introducing the effective privatisation of higher education. Variable fees will mean that elite universities will choose rich students, creating a bigger divide than that which already exists. Rich and poor universities will mirror the income – and class – base of their students.

This legislation has and promises to continue sharply dividing the Labour Party for some time to come as it makes its way through Parliament. The Tories will no doubt exploit these divisions.

And for what? Blair says top-up fees are the only way to fund an expansion in university places. But let's face it, if we spent the £3.8 billion Gordon Brown has set aside for the occupation of Iraq on the occupation of university



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places, would top-up fees really be necessary? And would they be necessary if we reduced our defence spending to the European Union average of 2% of GDP so we could direct resources, not to a war on a defenceless country, but a war on ignorance at home.

Of course, that type of thinking is not New Labour. Since 1997, Mr Blair has pushed through big cuts to corporation tax, boosting company profits by over £20 billion. If today, we had the same top rate of company taxation as the European average, the public purse would be £2 billion better off, with all the positive implications for public services, including the Fire Service.

Top-up fees, like foundation hospitals and means-testing in other areas of Government policy, are about undermining the basic principles of the welfare state that has underpinned the election of Labour governments since 1945. These principles are universal entitlements to health care, benefits, pensions and education – all funded out of national insurance contributions and progressive taxation.

But in the place of collectivism, Downing Street advisors want unfettered individualism – and the domination of privilege, corporate arrogance and military power. We have to fight this view – a view promoted by the same senior civil servants, with the same free market mentality, who advised Mrs Thatcher.

Mr Blair, like the Iron Lady, likes to say he's not for turning. Indeed, he says he's got no plan B. Well, plan A has been drawn up for the benefit of a minority of rich and powerful and offers nothing to the working people of this country. Role on plan B.

Andy Gilchrist

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Firefighter reproduces the full details

COVER PICTURE: PA PHOTOS



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SCOTLAND

Fighting for a truly 'modernised' Service



John McDonald, EC Member for Region 1, outlines the priorities for the Scottish FBU and its members

THE FBU in Scotland moves into the New Year having made detailed responses to the White Paper on the Future of the Fire and Rescue Service in Scotland and the development of Integrated Risk Management Plans.

The Union's response to these issues will be communicated to all Branches, Fire Boards, MSPs and of course the Scottish Executive. We will be conducting an extensive campaign to ensure that public and firefighters' safety is at the forefront of the new legislation.

We have been canvassing and received support from across the political spectrum on issues such as a zero tolerance rate for deaths by fire. Tragically Scotland suffers twice as many deaths per head of population than the rest of the UK. This intolerable situation cannot be accepted and all within the Fire and Rescue Service community must be involved in developing a truly modern service based on the highest standard of Service delivery.

We have all been sickened during the recent dispute by the Government's attack on the Service. They failed to recognise or ignore the fact that the Service has a long standing reputation as the highest performing service within the public sector. Sadly there were a small group of Chief Officers who looked to their own careers and remuneration and gave support to the politicians to the detriment of the Service and personnel.

The Government must stop playing politics with the Service. They hide behind a flawed and dangerous view of "modernisa-

tion". A truly "modernised" service has at its heart a commitment to providing sufficient resources to protect the public 24 hours a day 365 days a year.

Integrated Risk Management, if used correctly, can be used to truly modernise and enhance and develop our life saving skills; but IRMPs must not be used as a false justification for increasing attendance times and reducing the number of firefighters attending incidents. Emergency control staff must be recognised for the magnificent cost effective service they provide, a level of service, second to none in the field of emergency call handling. If IRMPs are put forward by Brigades without proper consultation and prove to be unprofessional and dangerous, they will be challenged politically, publicly and by FBU members who I am certain will never stand aside when public safety is threatened.

The greatest and most valuable strength of the Service is the magnificent contribution made by firefighters and emergency control staff. They must be respected and rewarded by

professional pay; the Service will never be enhanced if the workforce continues to be treated with disdain by the politicians and employers. Mucking about with honouring the pay settlement or attempting to worsen conditions of service will only result in ongoing disputes and a poorer service.

The pay settlement was won in the face of the most vicious and sustained attack that any Union has faced since the Tories set out to destroy the National Union of Mineworkers. The Government,

Unity and political awareness are of the utmost importance as we campaign for a first class Fire and Rescue Service with first class pay and conditions for FBU members



We should think of Scottish nursery nurses, who have been taking discontinuous strike action for nearly two years and have not received any pay increase

September 2003: Scottish nursery nurses demonstrated in Edinburgh during a two-day strike over low pay for the 5,000 nurses in Scotland

media and many senior managers shamefully disparaged fire-fighters and emergency fire control staff portraying us as dinosaurs unwilling to develop our life-saving skills, contrary to the findings of every audit or review of the Service. The truth was sacrificed for political expediency by a Government which demonstrated a total lack of understanding of the Fire Service.

This Government has a deplorable attitude to all public sector workers and would rather hive off and privatise services which any rational person would understand should not be run purely on the basis of private profit.

Scottish FBU members and their families showed magnificent courage, imagination and solidarity throughout the dispute. We were aided by workers and trade unions who gave us unstinting support during the dispute and we owe them our support and

solidarity in their own struggles. When we reflect on our pay settlement we should also think of groups such as the nursery nurses in Scotland who have been taking discontinuous strike action for nearly two years and have not received one penny of a pay increase. I urge all our members to make contact with and support the nurses in their campaign for professional pay.

The Scottish Executive has a unique opportunity to deliver a Service fit for the new millennium.

If it fails to listen to the public and Fire and Rescue Service workers it will fall to the FBU and its members to lead the fight for the future of the Fire and Rescue Service. Unity and political awareness are of the utmost importance as we campaign for a first class Fire and Rescue Service with first class pay and conditions for all FBU members.

FIRE SAFETY

Challenge is huge



**Michael Clapham
MP rejects the view
that the
Government wants
a Fire and Rescue
Service on the
cheap**

THE All Party Fire Safety Group has built up quite a reputation for its balanced and informed approach to Fire Safety. It regularly holds seminars with inputs from major players in the industry. The group's objective approach has led to it being able to exert some influence with Ministers and assist in a positive way.

Currently the industry is going through a significant change as the Fire and Rescue Service moves to a risk management approach. Most Chief Fire Officers have now completed their Integrated Risk Management Plans and identified where their resources need to be allocated.

The Fire and Rescue Services Bill is the first major piece of fire legislation in 50 years. The Government says this legislation is to ensure that the Fire and Rescue Services are better equipped to respond to the changing demands placed on them in the modern world.

All those involved in protecting the public from the danger of fire recognise the challenges. The FBU had already responded to the need to modernise and its endeavours in this respect were recognised. True, the agenda may have been a little different but it was just as community-oriented as is the new approach.

The current statistics indicate the size of the challenge we all face. In the 12 months to September 2002 there were 41,400 fires in buildings other than domestic premises. In the same period there were 282,900 false alarms due to apparatus failure. That is an increase of 2 per cent on the previous year. Something has to be done to help resolve this problem because it is putting the public at risk and wasting valuable resources.

In this context it was good to hear that the Home Office is to resurrect the working party that previously looked into this

matter. It is clear that in a move to a risk assessment based Service, fire protection equipment will figure prominently in the mitigation of the risk. But they will have to be robust, durable and reliable if they are to ensure confidence in their use.

The statistics above include arson attacks which have increased alarmingly for the period referred to. There are 20 schools damaged or destroyed every week as a result of arson. It is estimated – when the costs of disruption are included – that school arson costs around £115 million. A further worrying trend is the increase in the number of arson attacks made when schools are occupied.

Plainly a move to a risk assessment based Service also places a new emphasis on using fire protection systems as part of an engineered solution. In schools this means fitting sprinkler systems. Engineered solutions should also allow for more innovation in building design.

As I mentioned above, Chief Fire Officers have completed their Integrated Risk Assessments and I understand that in South Yorkshire, where my constituents live, the FBU has been engaged in the exercise. It is right that their contribution should be welcomed nationally as well as regionally because they represent

a professional workforce committed to ensuring the safety of the public.

Regionalisation of the Fire and Rescue Service is causing some concern already. This comes about because although the emphasis is still

on communities it will involve deploying available resources to more strategic locations. This is bound to have local political implications and consequences.

There are already some good examples in the community of a risk management approach that may lend some lessons. The Crime Reduction partnerships are just one. They have devised over the last year or so ways of managing and controlling the risk of crime in the community. Valuable lessons can be gained from their approach.

And I would add a word of caution to those who see the new approach to providing a Fire and Rescue Service on the cheap. Mitigating the risk of crime in the community and making people feel safer in their homes has not been achieved at a cut price rate and nor will it be in the future.

**There are already some good examples
in the community of a risk management
approach that may lend some lessons**

Michael Clapham is Chair of the all Party Fire Safety Group and MP for Barnsley West and Penistone

NEWS IN BRIEF

**EMPLOYMENT RELATIONS
BILL DISAPPOINTS**

The trade union movement has expressed strong criticisms of the Employment Relations Bill, which was debated in the House of Commons on January 14. Unison has attacked the Bill for “tinkering round the edges rather than carrying out a full review of employment legislation”.

The new Act will allow information and consultation rights for employees of large firms. Unions will also be entitled to expel people for membership of racist organisations.

But the Government is not planning to repeal the eight-week rule, whereby employers can legally dismiss striking workers. The Transport & General Workers Union, whose members at Friction Dynamex in north Wales were victims of the eight-week rule, will be pressing MPs to put forward amendments to remove it.

Unions are also calling for measures enshrining the right to be a member of a trade union and the right to strike established in British law.

There is also disappointment that the Government is unwilling to strengthen the fairness at work legislation enacted in its first term. Companies with fewer than 21 people remain exempt from recognition legislation. Consequently 6 million workers are denied trade union representation.

People attempting to gain recognition in their workplace are not to be given legal protection from victimisation or dismissal. Those who abstain in recognition ballots will still



Three in four staff have been to work when ill, according to a poll commissioned by the TUC. The poll finds that as many as one in five say they have been to work when too ill in the last month alone and nearly half say they have in the last year.

As sickness absence at work last year was the lowest since CBI surveys began and fell six per cent from the previous year, the TUC says that too many people may now be going to work when they would be better off recovering at home, rather than infecting their colleagues.

The TUC says that advertising can be irresponsible. Campaigns for cold remedies too often focus on trying to frighten

people into what would happen if they don't struggle into work.

The TUC poll shows that the commonest reason people give for going to work when too ill is that “people depend on the job I do, and I didn't want to let them down” (42 per cent). Though a significant minority (16 per cent) say they went to work because they “would have lost pay and couldn't afford it.”

“We are not the nation of malingerers that some paint,” says TUC General Secretary Brendan Barber. “In fact we struggle into work even when we are too ill to do so because we don't want to let people down. It's all part of our long hours culture. Indeed long hours, stress and increasing workloads make people sick.”

be regarded as having voted against.

**MILLIONS OF WORKERS
DENIED VOICE AT WORK**

Three years after the majority of workers won the right to be represented by a union, six million employees in small firms are still being denied a voice at work, according to a new report by the TUC. The next step: Trade union recognition in small enterprises says that nowhere else in Europe is there a similar bar to unions wanting to recruit and represent people in

businesses with 21 or less employees. Current UK union law is “arbitrary, discriminatory, irrational, inconsistent with international law and out of step with other countries,” says the report.

The TUC has called on the Government to bring the UK into line with employment laws in Europe and remove the small firms exemption from union recognition laws.

**WORK DISPUTE
SYSTEM**

A package of laws being

introduced to resolve more work disputes in the workplace is a “squandered” opportunity that could in fact lead to an increase in Employment Tribunals and threaten an employee's right to a fair hearing, according to the TUC. The Employment Act 2002 introduced an obligation on all employers to use a minimum three-step procedure to deal with employee disciplinary or grievance issues and for employees to have the right to use this procedure written into their contract.

MPs supported the Act, as did the TUC on the whole, because it aimed to create a universal system for dealing with problems within the workplace, avoiding tribunals wherever possible, particularly in small businesses.

But in publishing the draft Regulations to implement the minimum procedures the Government has made it clear that it will break this pledge. Employees will not have a contractual right to use the three-step procedures (written grievance, hearing and appeal) and the procedures will not apply to oral and written warnings or suspensions. Therefore employers will have no duty to use the procedures to deal with day-to-day workplace issues – in practice the procedures will only apply when an employer has already decided to sack someone.

The TUC believes that the new rules will create confusion and uncertainty for employees and employers alike and could lead to an increase in tribunal applications and appeals.

Sources: www.lrd.org.uk
www.tuc.org.uk

HEALTH AND SAFETY

INFORMATION ON WORKERS' HEALTH

The UK's Information Commissioner Richard Thomas has issued a draft of the fourth and final part of his Employment Practices Data Protection Code – Information About Workers' Health – for a three month period of consultation. The Code aims to give employers clear and

practical guidance about how to comply with data protection law when handling information about worker's health.

The draft Code contains general guidance on handling health information about workers. It also includes sections dealing specifically with:

- The operation of occupational health schemes

- Medical examination and testing of workers
- Drug and alcohol testing
- Genetic testing in the workplace.

www.informationcommissioner.gov.uk

DAANGEROUS SUBSTANCES

The HSE has published four approved codes of practice (ACOPs) on Dangerous Substances and Explosive

Atmospheres Regulations 2002 (DSEAR). The ACOPs are intended to help employers eliminate or reduce fire and explosion risks from dangerous substances. They cover: design of plant, equipment and workplaces; storage of dangerous substances; control and mitigation measures; and safe maintenance, repair and cleaning procedures.

www.hse.gov.uk

EQUALITY

PUBLIC BODIES AND DISABILITY

The inclusion in the new disability bill of a legal duty to promote equality – similar to the duty to promote race equality – has been welcomed by the Disability Rights Commission (DRC).

The new duty will require public bodies to produce clear policies and action plans to tackle disability discrimination.

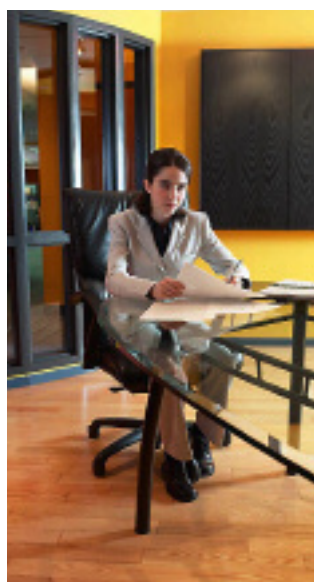
The draft bill also has measures to protect people with long-term progressive conditions – such as cancer, HIV and multiple sclerosis – from discrimination.

DRC Chair Bert Massie said the provision for a public sector duty to promote disability equality will have “seismic implications” in reforming practices and policies across a wide range of activities.

www.drc-gb.org

WOMEN STRUGGLE TO THE TOP

Women still hold less than 10% of the most senior positions in many areas of British public life, according to



Women hold less than 10% of the most senior positions in many areas of public life

a report published by the Equal Opportunities Commission (EOC). Sex and power: who runs Britain? reveals that women make up just 7% of the senior judiciary, 7% of senior police officers, 9% of top of business leaders and 9% of national newspapers.

In the public and voluntary sectors, women's average representation is 20% but there is a wide disparity between various jobs. While

they suffer the most in the armed forces, police and judiciary, women make up 45% of the chief executives of voluntary organisations, 36% of public appointments to various government bodies and 29% of health service chief executives. In trade unions, women make up 18% of general secretaries or an equivalent post.

...AND OVER PAY

Women may be destined for major disappointment over their salaries, according to new research carried out by BMRB Access Omnibus Surveys for the Equal Opportunities Commission (EOC). 88% of women surveyed, rising to 94% of those aged 24 and under, expect to earn the same as a man with the same qualifications. Recent data shows the difference in average pay between men and women working full time is £559 per month.

www.eoc.org.uk

RACISM AND PRISONS

The CRE has found HM Prison Service guilty of racial

discrimination, following a formal investigation.

The report details the evidence leading to the finding of unlawful racial discrimination and catalogues 14 areas of failure uncovered by the investigation.

These failure areas were found across the board in the three prisons examined in investigation: HMP Brixton, Feltham Young Offenders Institute and HMP Parc.

CRE Chair Trevor Phillips says: “One in four prisoners is from an ethnic minority, compared with one in eleven amongst the whole population in England and Wales. And worryingly, this disproportion is growing...”

“What's most shocking about this report is that, despite numerous wake-up calls, Prison Service managers persistently failed to tackle racism in their institutions and that very often they also failed to implement their own policies on racial discrimination, abuse and harassment.”

www.cre.gov.uk

LABOUR LINK

The party belongs to us

Tony Benn argues that now is the time for unions to reclaim the Labour Party

NOW that the RMT has agreed to allow some of its branches to affiliate to the Scottish Socialist Party, it is being argued by some members of the Labour Party that this must lead to its disaffiliation because an affiliated organisation cannot be permitted to fund candidates who are standing against Labour candidates in an election.

This was, of course, the same argument that led the NEC to expel Ken Livingstone from the Party after he stood as an independent and defeated Frank Dobson the official Labour candidate to be the Mayor of London.

The tension between New Labour and many members of the trade unions has to be recognised and understood, because it is based upon many of the policies carried through by the Government which are held to be hostile to the labour movement, not least its refusal to repeal all the anti-union laws passed by Mrs Thatcher and retained today.

Privatisation, foundation hospitals, tuition fees and means-tested pensions through ill-named minimum income guarantee and conflicts over wages – as with the Firefighters – have carried disappointment to new levels of anger and distrust and calls for the unions themselves to make the break.

There are of course a number of parties claiming to be socialist for which individual members could, in theory, vote or to which a trade union could affiliate.

There is the Socialist Labour Party, headed by Arthur Scargill, the Socialist Party in which Dave Nellist and some former Militant members are members.

There is the Socialist Alliance, the Socialist Workers Party, the



STEFANO CAGNONI/REDFERDITAL.CO.UK

Tony Benn: any serious trade union that wants to influence events or shape Labour policy must necessarily ask what influence they would have away from Labour

Socialist Party of Great Britain, the Communist Party of Britain and the Communist Party itself.

In the recent Brent East by-election, which Labour lost to the Liberal-Democrats, the Socialist Labour Party gained only 111 votes and the Socialist Alliance less than 400, which made absolutely no impact whatsoever on the voters or the result.

Without criticising those who have made that break, any serious trade union that wants to influence events or shape Labour policy must necessarily ask what influence they would have away from Labour.

It was, after all, the trade unions which set up the Labour Party to represent the interests of their members in Parliament, it was a Labour conference which endorsed the commitment of the Party to socialism in the famous Clause Four of our constitution, (now dropped by New Labour) and in 1931, when Ramsay MacDonald as Prime Minister betrayed the Party by joining with the Tories and Liberals to make the Welfare cuts that bankers demanded, it was the TUC that saved the Party and set it on course for the landslide victory of 1945.

Fire Brigades Union Gay & Lesbian Support Group

www.fbu.org.uk/sections/ngl.html



email us at:
gal01@fbu-ho.org.uk

write to: NGLC
(national gay and lesbian committee)
**PO Box 10555
London N1 8XT**

Phone: 0800 7834778

The trade union movement represents ALL working people, regardless of their sex, race, religious belief, sexuality or disability.

All FBU members are entitled to the full rights and benefits of Union membership. The FBU believes in Fairness at Work for everyone and is committed to the elimination of all forms of discrimination, both at work and within the community.

The group was set up by gay and lesbian firefighters and control staff who are 'out' in the workplace and felt they were in a position to help others within the UK fire service. Within the groups five year existence, we have achieved official recognition with the FBU, as well as representing the FBU in forums which were once untouched. We also have an extensive network to support and advise gay, lesbian and bisexual members who may feel isolated or harassed.

The group is run on a strictly confidential basis and accepts the rules, constitution and democracy of the Fire Brigades Union.

Our main aims are:

- ★ Ensuring gay and lesbian members have a voice within the FBU, and making sure we are not left out in equality issues at Brigade, Regional and National level.
- ★ Providing support to gay, lesbian and bisexual members in ALL regions of the FBU.
- ★ Identifying and dealing with any issues/problems faced by our members.
- ★ Providing members with the opportunity to talk/meet with other members.
- ★ Distribute information concerning gay and lesbian issues to members.

Any gay, lesbian or bisexual FBU member contacting the group will only be dealt with by a group member. All information will be protected and NOT made available to any official unless the member gives his/her permission.



0800 783 4778 0800 783 4778 0800 783 4778

LABOUR LINK

The Labour Party has never been a socialist party but it always has been a trade union party with some socialists in it and if the socialists and the unions left, the Labour Party would collapse, leaving no other possible instrument for working class representation.

It is quite reasonable for affiliated unions to pay their affiliation fee which gets them a place and a vote at the Labour Party conference but then to divert the rest of their money to the specific campaigns needed to defend their members.

GETTING ACTIVE

But trade unionists have a more direct responsibility than is conveyed by the payment of their affiliation fees and be much more active in supporting the policies in which they believe on the NEC, at Conference and by encouraging local union branches to affiliate to the ward and constituency parties as well.

Above all they should be far more involved in mutual support for other trade unionists, for pensioners, for students, the ethnic communities and peace movement, all of which can have a tremendous influence on MPs and Cabinets in the decisions that they reach.

Any trade unionist or member of the Labour Party must be free to support campaigns led by those who are not in the Party, or in different parties, if they share the objectives of the meeting because that is how political progress is made.

Much greater pressure should be put on the media to give fair coverage to trade unions and trade unionists and in particular to the BBC which completely ignores trade unions unless there is a strike, while giving hours of business news.

Without reproducing the cheap media stunts practiced by the party machines with their spin doctors, the trade unions should, in my opinion, be far more professional in their dealings with the press and be more direct in their dealings with the public by issuing leaflets to get their case across, possibly by distributing them on trains, delivering them at home with the good will of postal workers.

Indeed trade unions should also campaign to extend the affiliation of the Party beyond the unions and the co-operative movement to groups that share our objectives for peace, social justice, democracy and internationalism and could help to promote their policies through the Party.

Just as the New Labour illusion is beginning to dissolve this is the moment for the unions to reclaim the Party because it belongs to us and that is what the best trade unionists are now doing working with the best Labour MPs.

Tony Benn was first elected to Parliament in 1950 and was a Cabinet Minister in a succession of Labour Governments, contesting the leadership in 1976 and 1988. He is currently Honorary President of the Campaign Group of MPs

LETTERS

CAUTION ON ZEAL FOR MODERNISATION

Dear Firefighter,

As a retired firefighter from Grampian Fire Brigade, having served 30 years in Wholetime Service in Aberdeen and now living in Cyprus, I have been following as much as possible the issue concerning the cuts in the Fire Service.

After many months of discussion about modernising our Fire and Rescue Service we are fast approaching the time when words must be translated into actions.

Fire Authorities will be asked to make far-reaching decisions that, in years to come, may be seen as comparable with the Poor Laws and Corn Laws of the early nineteenth century. Each Act, in its own way, weighs the well-being of society against financial imperative.

Inevitably, critics of modernisation will hold councillors personally responsible for every fire-related death and injury but public safety must take priority over political pragmatism.

The main thrust of the Government's proposal concerns the development of Community Fire Safety (CFS) initiatives on the basis that prevention is better than cure. Such programmes are already having effect and the potential to further reduce unnecessary waste of life cannot be overemphasised.

The move towards more self-determination for local Fire Authorities is not so clear cut.

The promised flexibility to address local risks at Brigade level can only be a reality as long as there is sufficient funding to fully address the relevant issues. Speed of response and weight of attack are central to saving lives and minimising the damage caused by fire.

It matters not one jot if CFS programmes reduce the number of fires within a given area by 90%, the lives of the 10% who do have a fire will still depend on the ability of firefighters to respond rapidly and appropriately. Whether there are 50 fires or 500, the same disposition of resources is necessary to ensure an adequate response.

Unlike many industries, it is not possible for the Fire Service to absorb a reduction in staff simply by spreading such job losses around. Crewing levels are vital to the safety of the public and the firefighters themselves.

It would be criminal to squander the lives that might be saved by investing in professional fire safety education, by abandoning the traditional values of a Fire Service that has served us so well for so long. It is a common fault that reformers be carried away with their own zeal. Let us embrace that which is good but treat with caution the call to abandon values simply because they have been in place for many years. We must have proof that what is to replace those values will be demonstrably better.

Brian R Miller.

This is an edited version of a letter sent to Scottish MPs and MSPs, the Grampian Fire Brigade and Fire Board.

DEFENDING ISRAEL'S WALL

Dear Firefighter,

In her report about the security fence currently being built by Israel (Firefighter, December 2003, page 17), Betty Hunter displays an admirable sympathy for the Palestinians. It is therefore a great pity that she is unable to extend the same understanding towards Israelis.

The Israeli public has been targeted more than 18,000 times in terrorist acts since the beginning of this Intifada in September 2000. In November, 25 attacks were thwarted. A large majority of the attacks – in particular suicide bombings – have originated in the West Bank. The fence is currently near completion in the north of the West Bank, and already there has been a drastic drop in the amount of attacks from this region.

The temporary security fence does not delineate a border of any kind. The establishment of borders is a matter reserved for negotiations between the sides and the route of the fence can be changed and hopefully dismantled, in the framework of peace negotiations between Israel and the Palestinians.

There would have been no need for the security fence had the Palestinian Authority lived up to its commitments and stopped the terrorism. No country can deliver peace on its own and any future peace settlement must require the full cooperation of the Palestinian leadership. To pretend otherwise is to harm, rather than increase, the chances of true peace.

Sidney Hart

(Former FBU member and

Chairman of the former 8 District 1945–1957).



**The Firefighter
welcomes letters from
readers.**

**Please send them to
FBU Head Office
Bradley House
68 Coombe Road
Kingston Upon Thames
Surrey KT2 7AE and
include your name,
address and
branch/region.**

INTERNATIONAL



At a Baghdad fire station: (l to r, standing) Hadi Salih, the International Secretary of the Iraqi Trade Union Federation (IFTU); Dave Barnes, TSSA; Subhi Al Meshadani, the General Secretary of the IFTU; an Iraqi civil defence worker; an IFTU activist; Brian Joyce; an Iraqi firefighter; an Iraqi civil defence worker; Alex Gordon, RMT; an IFTU member; the police colonel in charge of the station; (front IFTU volunteers

Pictures: Guy Smallman

Iraq: Fighting for free trade unions



Brian Joyce reports on the problems facing Iraqi firefighters and the country's new democratic trade unions

IT IS difficult to guess the age of Abdullah Mushin. A quietly spoken man of slight build, Abdullah escaped from Iraq some 26 years ago and until recently had not seen his family for that period of time. He is a representative of the Workers Democratic Trade Union Movement of Iraq and works tirelessly for the new democratic trade union movement in Iraq.

On October 5 last year, Abdullah and a small trade union delegation – Dave Barnes (TSSA) Alex Gordon (RMT) Jess Hurd and Guy Smallman (NUJ) and I – departed for Baghdad.

The FBU had been asked to join this delegation to take part in this fact finding trip, to forge links, build friendships and solidarity with the new trade union movement. The Iraqi Federation of Trade Unions (IFTU) has been established in Iraq since the collapse of Saddam Hussein's state-run Ba'athist yellow unions (GFTU). From my own point of view, there was a need to have a better understanding of the situation in Iraq and its people.

A four-hour flight to Amman and a five hour drive to the border, a further four hours to cross from Jordan to Iraq, the journey culminated in an eight hour 90 mph drive through the desert (the vehicles speed apparently necessary due to the amount of car jacking over that particular route in recent weeks).

Arriving in Baghdad, we found a busy bustling city, a place of riches and poverty with no visible traffic control or laws.

Our time in Baghdad was limited to two and a half days. Due to the make up of the delegation, it was decided that we would visit a fire station, Baghdad's central rail workshop and a newspaper. But altogether over those two and a half days we were to have 12 meetings, visiting various work places.

The IFTU were our hosts over our time in Baghdad, with Abdullah acting as our interpreter.

As you can imagine, the IFTU's needs are many and great. To assist with communication both internally and internationally we were able to present ten laptops – nine of which had been kindly donated by the company BASF and the other by the RMT – with three printers.

We met the Executive of the IFTU and a number of activists in the offices of the Transport and Communication Workers Union, which had been severely damaged and in need of repair. But it was a building with history. Since the Ba'athist leadership had been deposed, the IFTU, working to create basic democratic principles, has reclaimed this building and other property illegally taken by the Ba'athist regime. The building, used to torture trade unionists by members of the Ba'athist controlled yellow union, is now a place of hope by those speaking here today of freedom with open and transparent democracy.

The IFTU comprises 12 new national democratic unions, which were formed in different industrial sectors. Eleven cities now have trade union federations. The elected Executive Committee of the IFTU is seen as the first step and future of this new found democracy. But the harsh reality is that the IFTU has no finances or facilities and needs to educate and train trade unionists to obtain the skills that have been denied them for the last 35 years.

Raseem Alwadi, President of the IFTU told us: "We are supported by several political parties; the Iraqi Communist Party, the Arab Socialist Movement and the Iraqi National Accord, although many of our members are independent of all political parties"

We were told that Saddam Hussein had tried for 35 years to suppress trade unions, using the yellow union as an instrument of repression and violence against those workers who spoke out.

"After the fall of the regime we have tried to re-establish new trade unions based on democratic principles. Iraqi trade unionists are eager to build a trade unionism not based on one political ideology."

Many of those on the IFTU Executive who we spoke to had suffered violence and imprisonment during the last 35 years.

As we drove through Baghdad, sat in our air conditioned bus, it was easy to forget how hot it was outside, although it did not seem to worry the children running alongside in their bare feet



Inside the fire station

smiling and waving. They also seemed oblivious to the backdrop of bombed and looted buildings and the heavily armed American troops in their armoured vehicles monitoring their lives.

BAGHDAD FIRE STATION

As we arrived at the fire station, I was introduced to a man who was not wearing a uniform. He was in fact a Colonel in the police, but trained in civil defence! I asked to meet and be able to speak to the firefighters on the station; it appeared there were none available.

He said: "At the moment we have one engine out on a call and one here at the station. We have a total of five engines at the station, two responsible for car accidents, two for fires and one high level appliance. We use crewing of four on each, but ride with less often. Shifts are 24 hours on 24 hours off. In Baghdad we face shortages on an enormous scale. We should have four stations in this area, but this is the only one.

It appeared that the Interior Ministry is responsible for pay, which is \$60 (£32) a month. I asked about minimum crewing levels, standards of fire cover, attendance times, training and BA procedures. His answers did not reassure me, as most of the above simply did not exist.

I asked whether he saw himself as a policeman or firefighter: "I am a Colonel that is how I see myself". And did he not see a conflict between the roles? "No".

Didn't he see a need to separate the Fire Service and the police?

"No".

I questioned whether there was an issue of public confidence, was there not conflict between the roles considering the function of the police in Iraq over past years?

He did not believe that a problem existed and did not see a need to separate the roles.

INTERNATIONAL



Abdullah Muhsin (speaking), IFTU spokesperson for Britain, acted as guide and translator for the visitors

ABDULLAH AND THE IFTU

ABDULLAH Muhsin returned to his homeland in November after over 20 years in exile. He has been a member of the Workers' Democratic Trade Union Movement (WDTUM) since it was founded in 1980.

The organisation played a significant role in opposing Saddam's bloody repression and killings orchestrated by the state-run "yellow" unions, which were an agency of violence run by the secret police.

After the April 9 fall of Saddam, a new movement named the Iraqi Federation of Workers' Trade Unions (IFTU), was established. It brings together 12 national unions in the oil, gas, transport, railways and maritime sectors. Abdullah is the IFTU's representative in Britain.

"We want to build a new democratic, independent union concerned with the welfare of its members but not scared to have a say in the broader political sphere," Abdullah told the *Firefighter* after a recent meeting with the FBU in London. "We want a new constitution that incorporates a right of assembly, a right of association and a right to strike."

The IFTU is fighting to make sure social justice and dialogue with trade unions is at the heart of a new democratic and politically pluralist Iraq and while supportive of a market economy, is concerned that it is regulated in the interests of the mass of Iraqis.

The union is angry about the current massive sell-off of state enterprises and national resources to foreign

multinationals. "We welcome foreign investors if they bring technology to Iraq and jobs for Iraqis, but we oppose privatisation," Abdullah adds.

This policy is being pursued by the unelected occupying Anglo-American authority and governing council but any sell-off must be approved by the Iraqi people through an elected representative government, the IFTU argues. Also, the IFTU wants any privatisation programme to exclude water, electricity, transport, health, education and oil for the time being.

"We reserve the right, under occupation, to struggle for national independence as the UN allows," adds Abdullah. "However, we reject the armed struggle, and support instead political dialogue and diplomacy as a means to end the occupation."

The IFTU wants the UN to take charge of the rebuilding of Iraq and to supervise free elections. It is also deeply concerned about the lack of security in the country and wants it to be handed over to the governing council. "Why, nine months after toppling Saddam, the US and UK are unable to deliver security?" Abdullah asks.

Regaining sovereignty and democracy and building a free and effective trade union movement is clearly a major challenge and the support from British trade unions like the RMT and the FBU must continue and grow.

"We would like to thank the FBU for its solidarity," says Abdullah.

Time was not on my side, the half hour had passed quickly and as we walked across the yard I could not help but feel disappointed. I had not asked or seen all I had wanted. The Colonel did not, I felt sure, reflect the thoughts of others.

A man appeared from behind me wearing much worn blue overalls and brown shoes. Then two others joined the first man, followed by three other men, although hesitant at first, as they spoke to Abdullah (the interpreter) their confidence grew. At last I had met the firefighters.

It soon became apparent that these firefighters did not share the views of their Colonel. They believed there should be separation between the police and the Fire Service and wanted to exercise their right to join a trade union. The last 35 years had denied these men the right to join a union. In fact it had denied them any rights at all.

Anti trades union legislation still in place today denies firefighters the right to join a union.

I asked to see their fire kit, for I did not realise that the blue overalls being worn was their fire kit. No personal kit had been issued, but there was an asbestos silver suit in a box, "one size fits all".

Firefighters will simply do a job irrespective of the standard of training and equipment provided. But the firefighters of Baghdad deserve better. Currently, they appear to have little or nothing: a fire kit that doesn't fit or protect them and no pension scheme, compensation for injury or death benefits.

The prospect for these firefighters and their immediate future has to be one of hope. For it could not be much worse than at present. As I turned and walked away, Abdullah made me aware of the words being shouted by those we had just left, "please come back and help us".

That evening, we met Ilyad Allawi, General Secretary of the Iraqi National Accord (INC) and President of the Iraqi Interim Governing Council (IIGC).

It was an opportunity to ask questions about the Fire Service, its role and the rights of firefighters to join a union. I expressed my opinion that the police and Fire Service should be separated and the need for neutrality, which is paramount to firefighters.

He spoke of freedom and democracy and agreed that workers should have the right to join a trade union of their choice. As for an independent Fire Service, it would be a consideration but he expressed concerns over the task and priorities facing the people of Iraq.

I started this article by referring to Abdullah, our friend and interpreter. Arrested and tortured when a student and union activist by Ba'athists for handing out leaflets, he returned to the city of Baghdad after 26 years exile in Europe with a mixture of emotions, both joy and sadness. He discovered on his return that there were family members and friends, who he has not seen over those years, who he would not see again, for some had died and others had simply disappeared.

Brian Joyce is EC member for Region 14

FREE TRADE UNIONS UNDER THREAT

ON DECEMBER 6, American military forces attacked the IFTU's temporary headquarters in Baghdad and arrested eight IFTU leaders, who were later released unharmed.

The IFTU immediately condemned the raid and on December 8, the IFTU Executive Bureau sent a delegation to the Iraqi Governing Council (IGC) and met Dr Mohammad Uthman, IGC member. The delegation informed him in detail about the attack, describing it as "unjustified" and called for compensation for damages inflicted upon IFTU colleagues and IFTU possessions.

The IFTU demanded an apology from the local US military commander who led the attack and commitments that such act should never happen again against an important organisation of civil society. The IFTU also reminded the American authorities not to listen to remnants of Saddam regime.

"Nothing has so far happened," says the IFTU. "Our head office is still closed. The IGC did not do enough. Iraqi political parties and Iraqi public personalities did not show solidarity and support with IFTU in these difficult times."

Peter Hain, Leader of the House of Commons, has been questioned twice about the attack in Parliament by Labour MP Harry Barnes, first, just after the incident in December and again in early January.

On the second occasion Hain replied that "in a democratic Iraq there must be democratically constituted trade unions. They should have the right to organise and their headquarters should have the right to be free from any intimidation or harassment. We should bear that principle in mind when trying to get to the bottom of the matter."

A TUC delegation, including FBU General Secretary Andy Gilchrist, at a meeting in January with the Foreign Office* has called on the Government to urgently investigate the incident.

For more information on Iraqi trade unions visit www.iraqitradeunions.org

* The delegation was the first of a series of quarterly meetings planned between the TUC and the Foreign & Commonwealth Office. Colombia (see over), South Africa and Palestine were also discussed at the January 12 meeting.

INTERNATIONAL NEWS

EU UNIONS MEET LOCAL GOVERNMENT BOSSES

European unions and employers in local government have launched talks around jobs, public procurement and public private partnerships. The move, the first European-level "social dialogue" in the local government sector, is spearheaded by the European Federation of Public Service Unions (EPSU) and enjoys the backing of the European Commission.

Also on the agenda of the newly formed Social Dialogue Committee in the Local and Regional Government is the new, mostly eastern European member states and how to promote social dialogue at a local government level after they join the EU later this year.

UK delegates to the inaugural meeting in early January included FBU, GMB and the Local Government Association.

The EPSU, which represents 189 unions and 8 million public service workers, is campaigning to exempt public services such as water, education, health and social services from EU competition rules. It also wants local authorities to be free to decide on the running of public services and is seeking "an end to the dogma that public service users are best served by private interest."

www.epsu.org

GERMAN BARGAINING SYSTEM REPRIEVED

Germany's system of collective bargaining will remain largely in tact for now, although pressure on the 50-year old system seems likely to continue. This was one of the key results of

the difficult negotiations between Germany's social democrat-led government and the conservative opposition in December.

Bargaining on pay and conditions in Germany is normally carried out at industry level between unions and the employers' associations, with company-based issues negotiated between the works council and the company management. But for some time employers have wanted works councils and company management to be able to vary the terms of industry agreements locally.

The political opposition, which has a majority in the upper house of the parliament, has been pushing for this as an amendment to a package of measures being promoted by the government. In the end, however, the opposition agreed to drop its demands of collective bargaining in return for concessions elsewhere. The employers say they will continue to press for greater local flexibility.

www.lrd.org.uk

US EMPLOYERS INFRINGE RIGHTS OF MILLIONS

A damning new dossier on US labour rights violations has been released by the International Confederation of Free Trade Unions. The ICFTU's US dossier says that "the most anti-worker government since Herbert Hoover" allows employers to infringe the rights of millions of workers with impunity. A powerful mix of mass psychology, misinformation and intimidation have resulted in the lowest ever rates of unionisation in the US - an

estimated 13% of workers. The report highlights how employers deny staff the right to organise by:

- Illegally disciplining and firing union supporters
- Hiring "security consultants" to foil unionisation campaigns
- Training supervisors (who cannot by law join unions) to intimidate workers in one-to-one meetings
- Requiring workers to report their contacts with unions
- Forcing employees who want to form a union to attend closed meetings to hear anti-union propaganda
- Threatening to relocate the business if the union wins
- Challenging vote results to delay representation for months or even years

Legal safeguards are too puny to be effective, the report adds, and a massive backlog of cases at the National Labour Relations Board, which polices labour laws, also works in employers' favour.

www.icftu.org

UK MILITARY AID TO COLOMBIA IN SPOTLIGHT

The Government has promised that the Ministry of Defence will clarify whether UK military aid to Colombia is being used to support the continuing assassinations and other human rights abuses against innocent civilians and especially trade unionists.

The commitment followed questions raised on January 12 by a high-level TUC delegation, including TUC General Secretary Brendan Barber and FBU General Secretary Andy Gilchrist, to the Foreign and Commonwealth Office (FCO) under the auspices of a

recently established quarterly meeting with the Government Department. Mike O'Brien, Minister of State for Trade working within the FCO, represented the Government at the meeting.

The delegation asked for assurances that British military aid will not be used to support paramilitary activity or repression of trade unionists. It also asked the British Government to press the Colombian government to provide security for threatened trade unionists and that it ensures all trade unionists can go about their work unhindered.

The delegation handed over to Mike O'Brien a report *Blood On Our Hands? UK Military Assistance to Colombia and the Human Rights Consequences* (www.justiceforcolombia.org), which was recently published by Justice for Colombia.

Concerns are heightened by the fact that the newly appointed head of the Colombian armed forces, General Carlos Alberto Ospina, has a history of working with paramilitary death squads responsible for the assassination of our colleagues in the Colombian trade union movement.

In December, FBU President Ruth Winters met in London with UK Colombian Congressman Wilson Borja, elected representative of the Social and Political Front and former trade union leader, who briefed Ruth as well as TUC Deputy General Secretary Frances O'Grady and TUC President Roger Lyons on the continuing dirty war in the country.

PAY RATES

Stage 2 pay settlement

We publish below the text of National Joint Council Circular NJC/01/04 issued on 12 January

STAGE 2 PAY SETTLEMENT

1. This circular draws together all the information that fire authorities will need to implement the Stage 2 pay settlement in full. The detailed information is contained in the following appendices, which explain what, if any, action is required now.

2. In most cases the "Full Stage 2 Award" payments are currently for information only. We shall write to you again when the NJC has agreed that these can be implemented.

Appendix A: Pay rates for firefighting roles

Appendix B: Pay rates for the retained duty system

Appendix C: Pay rates for control specific roles

Appendix D: Pay rates for non-operational staff

Appendix E: Retained bounty scheme, rates for junior firefighters and mess managers' allowance

Appendix F: Assimilation table for firefighting roles

Appendix G: Assimilation table for control specific roles

Appendix H: Protected promotion rates for firefighting roles

Appendix J: Protected promotion rates for control specific roles

Rounding of figures

2. With effect from the full implementation of Stage 2 payments are calculated on the basis that annual figures are rounded to the nearest pound with hourly figures derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).

Acting up and temporary promotion

3. A number of issues have been raised regarding the application of this pay agreement in cases of acting up and temporary promotion. Further guidance on this will follow shortly.

APPENDIX A: Pay rates for firefighting roles

1. This appendix sets out the substantive and protected rates for firefighting roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03). The substantive rates for the full Stage 2 award are those at paragraph 4.14 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

2. The rates are exclusive of any entitlement to a protected long service increment. Rates inclusive of this increment are contained in the assimilation table at Appendix F.

3. The rates for Firefighter (trainee) and Firefighter (development) are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

4. The trainee and development rates for Firefighters need to be applied now to new entrants. However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).

5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03) and at Appendix F to this circular.

6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.AA

FIREFIGHTING ROLES – PAY RATES FROM 7 NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7 NOVEMBER			FULL STAGE 2 AWARD				FROM 7 NOVEMBER			FULL STAGE 2 AWARD		
	Basic annual £	Basic hourly rate £	Over-time rate £	Basic annual £	Basic hourly rate £	Over-time rate £		Basic annual £	Basic hourly rate £	Over-time rate £	Basic annual £	Basic hourly rate £	Over-time rate £
FIREFIGHTER								AREA MANAGER					
Trainee	18000	8.22	12.33	18000	8.22	12.33		Development	39690	18.11	41032	18.74	
Development	18750	8.56	12.84	18750	8.56	12.84		Competent A	40881	18.66	42263	19.30	
Competent	23175	10.58	15.87	23959	10.94	16.41		Competent B	44385	20.26	45887	20.95	
CREW MANAGER								FIREFIGHTER					
Development	23790	10.86	16.29	24593	11.23	16.85		C Aged 18 during first 6 months	18234	8.32	18852	8.61	12.92
Competent	24816	11.33	17.00	25654	11.71	17.57		D Aged 18 after 6 months	19080	8.71	19724	9.01	13.52
WATCH MANAGER								E 19 or over during first 6 months	18522	8.45	19148	8.74	13.11
Development	25716	11.74	17.61	26586	12.14	18.21		F 19 or over after 6 months/in 2nd year	19356	8.83	20011	9.14	13.71
Competent A	26430	12.06	18.09	27324	12.48	18.72		G 19 or over during 3rd year	20283	9.26	20968	9.57	14.36
Competent B	28773	13.13	19.70	29745	13.58	20.37		H 19 or over during 4th year	21288	9.72	22008	10.05	15.08
STATION MANAGER								STATION OFFICER					
Development	29928	13.66	20.49	30940	14.13	21.20		J 1st year in rank	29523	13.47	30521	13.94	20.91
Competent A	30828	14.07	21.11	31869	14.55	21.83		K 2nd year in rank	30177	13.77	31198	14.25	21.38
Competent B	33009	15.07	22.61	34126	15.58	23.37		L 3rd year in rank	30828	14.07	31869	14.55	21.83
GROUP MANAGER													
Development	33693	15.38		34833	15.91								
Competent A	34704	15.84		35878	16.38								
Competent B	38211	17.44		39502	18.04								

PAY RATES

APPENDIX A: Pay rates for firefighting roles

1. This appendix sets out the substantive and protected rates for firefighting roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03). The substantive rates for the full Stage 2 award are those at paragraph 4.14 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates are exclusive of any entitlement to a protected long service increment. Rates inclusive of this increment are contained in the assimilation table at Appendix F.
3. The rates for Firefighter (trainee) and Firefighter (development) are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

4. The trainee and development rates for Firefighters need to be applied now to new entrants. However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03) and at Appendix F to this circular.
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.AA

APPENDIX B: Pay rates for the retained duty system

1. This appendix sets out the rates for employees in firefighting roles on the retained duty system. The rates from 7th November 2003 include those contained in circular NJC/12/03. The rates for the full Stage 2 award are those at paragraph 4.20 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates for Firefighter (trainee) and Firefighter (development) are not being phased in and include the full Stage 2 award from 7th November 2003.
3. The annual retainer for employees on the day crewing duty system is also included.

ACTION REQUIRED

4. The trainee and development rates for Firefighter need to be applied now to new entrants. However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

FIREFIGHTING ROLES – PAY RATES FROM 7 NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7 NOVEMBER			FULL STAGE 2 AWARD		
	Basic annual rate £	Basic hourly rate £	Over-time rate £	Basic annual rate £	Basic hourly rate £	Over-time rate £
FIREFIGHTER						
Trainee	18000	8.22	12.33	18000	8.22	12.33
Development	18750	8.56	12.84	18750	8.56	12.84
Competent	23175	10.58	15.87	23959	10.94	16.41
CREW MANAGER						
Development	23790	10.86	16.29	24593	11.23	16.85
Competent	24816	11.33	17.00	25654	11.71	17.57
WATCH MANAGER						
Development	25716	11.74	17.61	26586	12.14	18.21
Competent A	26430	12.06	18.09	27324	12.48	18.72
Competent B	28773	13.13	19.70	29745	13.58	20.37
STATION MANAGER						
Development	29928	13.66	20.49	30940	14.13	21.20
Competent A	30828	14.07	21.11	31869	14.55	21.83
Competent B	33009	15.07	22.61	34126	15.58	23.37
GROUP MANAGER						
Development	33693	15.38		34833	15.91	
Competent A	34704	15.84		35878	16.38	
Competent B	38211	17.44		39502	18.04	
AREA MANAGER						
Development	39690	18.11		41032	18.74	
Competent A	40881	18.66		42263	19.30	
Competent B	44385	20.26		45887	20.95	
FIREFIGHTER						
C Aged 18 during first 6 months	18234	8.32	12.48	18852	8.61	12.92
D Aged 18 after 6 months	19080	8.71	13.07	19724	9.01	13.52
E 19 or over during first 6 months	18522	8.45	12.68	19148	8.74	13.11
F 19 or over after 6 months/in 2nd year	19356	8.83	13.25	20011	9.14	13.71
G 19 or over during 3rd year	20283	9.26	13.89	20968	9.57	14.36
H 19 or over during 4th year	21288	9.72	14.58	22008	10.05	15.08
STATION OFFICER						
J 1st year in rank	29523	13.47	20.21	30521	13.94	20.91
K 2nd year in rank	30177	13.77	20.66	31198	14.25	21.38
L 3rd year in rank	30828	14.07	21.11	31869	14.55	21.83

FIREFIGHTING ROLES – PAY RATES FROM 7 NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2 (RETAINED DUTY SYSTEM)

	FROM 7 NOVEMBER				FULL STAGE 2 AWARD			
	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ
FIREFIGHTER								
Trainee	1800	900	8.22	3.15	1800	900	8.22	3.15
Development	1875	938	8.56	3.15	1875	938	8.56	3.15
Competent	2318	1159	10.58	3.15	2396	1198	10.94	3.15
CREW MANAGER								
Development	2379	1190	10.86	3.15	2459	1230	11.23	3.15
Competent	2482	1241	11.33	3.15	2565	1283	11.71	3.15
WATCH MANAGER								
Development	2572	1289	11.74	3.15	2659	1329	12.14	3.15
Competent A	2643	1322	12.06	3.15	2732	1366	12.48	3.15
Competent B	2877	1439	13.13	3.15	2975	1487	13.58	3.15
STATION MANAGER								
Development	2993	1496	13.66	3.15	3094	1547	14.13	3.15
Competent A	3083	1541	14.07	3.15	3187	1593	14.55	3.15
Competent B	3301	1650	15.07	3.15	3413	1706	15.58	3.15
GROUP MANAGER								
Development	3369	1685	15.38	3.15	3483	1742	15.91	3.15
Competent A	3470	1735	15.84	3.15	3588	1794	16.38	3.15
Competent B	3821	1911	17.44	3.15	3950	1975	18.04	3.15
AREA MANAGER								
Development	3969	1985	18.11	3.15	4103	2052	18.74	3.15
Competent A	4088	2044	18.66	3.15	4226	2113	19.30	3.15
Competent B	4439	2219	20.26	3.15	4589	2294	20.95	3.15

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

APPENDIX C: Pay rates for control specific roles

1. This appendix sets out the substantive and protected rates for control specific roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03. The substantive rates for the full Stage 2 award are those at paragraph 4.14 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.
2. The rates are exclusive of any protected long service increment payments. The inclusive rates are contained in the assimilation table at Appendix G.
3. The rates for Firefighter (Control) (trainee) and Firefighter (Control) (development) are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

4. The trainee and development rates for Firefighter (Control) need to be applied now to new entrants. However, development rates for other roles do not currently apply to employees who are promoted (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]).
5. For existing employees fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03) and at Appendix G to this circular.
6. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

CONTROL SPECIFIC ROLES – PAY RATES FROM 7 NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7 NOVEMBER			FULL STAGE 2 AWARD		
	Basic annual £	Basic hourly rate £	Over-time rate £	Basic annual £	Basic hourly rate £	Over-time rate £
FIREFIGHTER (CONTROL)						
Trainee	17100	7.81	11.72	17100	7.81	11.72
Development	17813	8.13	12.20	17813	8.13	12.20
Competent	22017	10.05	15.08	22761	10.39	15.59
CREW MANAGER (CONTROL)						
Development	22599	10.31	15.47	23363	10.67	16.01
Competent	23574	10.76	16.14	24371	11.13	16.70
WATCH MANAGER (CONTROL)						
Development	24432	11.15	16.73	25257	11.53	17.30
Competent A	25107	11.46	17.19	25958	11.85	17.78
Competent B	27333	12.48	18.72	28258	12.90	19.35
STATION MANAGER (CONTROL)						
Development	28431	12.98	19.47	29393	13.42	20.13
Competent A	29286	13.37	20.06	30276	13.82	20.73
Competent B	31359	14.31	21.47	32420	14.80	22.20
GROUP MANAGER (CONTROL)						
Development	32010	14.61		33091	15.11	
Competent A	32970	15.05		34084	15.56	
Competent B	36300	16.58		37527	17.14	
FIRE CONTROL OPERATOR						
C Aged 18 during first 6 months	17322	7.91	11.87	17909	8.18	12.27
D Aged 18 after 6 months	18126	8.27	12.41	18738	8.56	12.84
E 19 or over during first 6 months	17595	8.03	12.05	18191	8.31	12.47
F 19 or over after 6 months/in 2nd year	18387	8.39	12.59	19010	8.68	13.02
G 19 or over during 3rd year	19266	8.79	13.19	19920	9.10	13.65
H 19 or over during 4th year	20223	9.23	13.85	20908	9.55	14.33
FIRE CONTROL OFFICER						
J 1st year in rank	28047	12.80	19.20	28995	13.24	19.86
K 2nd year in rank	28668	13.08	19.62	29638	13.53	20.30
L 3rd year in rank	29286	13.37	20.06	30276	13.82	20.73
PRINCIPAL FIRE CONTROL OFFICER						
M 1st year in rank	34941	15.95		36122	16.49	
N 2nd year in rank	36309	16.57		37538	17.14	
P 3rd year in rank	37137	16.95		38392	17.53	

APPENDIX D: Pay rates for non-operational staff

1. This appendix sets out the rates for non-operational staff from 7th November 2003 and for the full Stage 2 award. The rates for the full Stage 2 award are those at Appendix A of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003.
3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

NON-OPERATIONAL STAFF – PAY RATES FROM 7 NOVEMBER 2003 AND ON FULL IMPLEMENTATION OF STAGE 2

	FROM 7 NOVEMBER £pa	FULL STAGE 2 AWARD £ pa
FIRE CONTROL OPERATOR EQUIVALENT		
During first six months	14829	15331
After six months and during 2nd year	15486	16011
During 3rd year	16224	16772
During 4th year	17022	17597
During 5th year	18537	19164
LEADING FIRE CONTROL OPERATOR EQUIVALENT		
	19851	20522
SENIOR FIRE CONTROL OPERATOR EQUIVALENT		
During 1st year in rank	20361	21051
During 2nd year in rank	21132	21847
Employees with at least 15 years' service will receive a long service payment of £792 per annum		

APPENDIX E: Retained bounty scheme, rates for junior firefighters and mess managers' allowance

1. This appendix sets out retained long service bounty payments, junior firefighters' rates and mess managers' allowance from 7th November 2003. These payments are not being phased in and include the full Stage 2 award from 7th November 2003.

ACTION REQUIRED

2. The rates in this appendix should be applied in full with immediate effect and backdated to 7th November 2003.

RETAINED LONG SERVICE BOUNTY SCHEME, JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE

RETAINED LONG SERVICE BOUNTY FROM 7 NOVEMBER 2003						
	10 years' service £	15 years' service £	20 years' service £	25 years' service £	30 years' service £	35 years' service £
Firefighter (competent)	1056	1252	1425	1650	1826	2013
Crew manager (competent)	1101	1281	1457	1708	1897	2077
Watch Manager (competent A)	1207	1406	1602	1862	2067	2257
Watch Manager (competent B)	1335	1538	1749	2042	2263	2499
Station Manager (competent A)	1602	1884	2135	2491	2745	2998
JUNIOR FIREFIGHTERS FROM 7 NOVEMBER 2003						
	£ per annum			£ per annum		
Aged 16	8327	Aged 18		18000		
Aged 17	8949					
MESS MANAGERS' ALLOWANCE FROM 7 NOVEMBER 2003						
Meals served per day	Mess manager (without a deputy) £		Mess manager (with a deputy) £		Deputy mess manager £	
Up to 50	6.25		4.17		2.32	
51 to 69	7.46		5.04		2.68	
70 to 89	8.62		5.97		2.96	
90 to 109	9.79		6.51		3.52	
110 to 129	11.29		7.46		3.85	
130 and over	12.51		8.30		4.45	

PAY RATES

APPENDIX F: Assimilation table for firefighting roles

1. This appendix sets out the assimilation arrangements (including protected long service increments) for firefighting roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03).

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).

3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

STAGE 2 ASSIMILATION TABLE EXISTING FIREFIGHTING RANKS

			FROM 7 NOVEMBER 2003					FULL STAGE 2 AWARD				
Current rank and pay point	Current annual £	Pay assimilation point	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £
FIREFIGHTER (AGED 18)												
During first 6 months	17619	Firefighter protected point C	18234	-	18234	8.32	12.48	18852	-	18852	8.61	12.92
After 6 months	18435	Firefighter protected point D	19080	-	19080	8.71	13.07	19724	-	19724	9.01	13.52
FIREFIGHTER (19 OR OVER)												
During first 6 months	17895	Firefighter protected point E	18522	-	18522	8.45	12.68	19148	-	19148	8.74	13.11
After 6 months and in 2nd year	18702	Firefighter protected point F	19356	-	19356	8.83	13.25	20011	-	20011	9.14	13.71
During 3rd year	19596	Firefighter protected point G	20283	-	20283	9.26	13.89	20968	-	20968	9.57	14.36
During 4th year	20568	Firefighter protected point H	21288	-	21288	9.72	14.58	22008	-	22008	10.05	15.08
During 5th year (qualified)	22392	Firefighter (competent)	23175	-	23175	10.58	15.87	23959	-	23959	10.94	16.41
After 15 years (qualified)	23391	Firefighter (competent)	23175	990	24165	11.03	16.55	23959	990	24949	11.39	17.09
After 15 years (unqualified)	21522	Firefighter (competent)	23175	-	23175	10.58	15.87	23959	-	23959	10.94	16.41
LEADING FIREFIGHTER												
	23976	Crew Manager (competent)	24816	-	24816	11.33	17.00	25654	-	25654	11.71	17.57
After 15 years' service	24966	Crew Manager (competent)	24816	990	25806	11.78	17.67	25654	990	26644	12.17	18.26
SUB-OFFICER												
During 1st year in rank	24588	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
After 15 years' service	25578	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
During 2nd year in rank	25536	Watch Manager (competent A)	26430	-	26430	12.06	18.09	27324	-	27324	12.48	18.72
After 15 years' service	26523	Watch Manager (competent A)	26430	990	27420	12.51	18.77	27324	990	28314	12.93	19.40
STATION OFFICER												
(Rider Station Officer or specialist not on flexible duty system)												
During 1st year in rank	28524	Station Officer protected point J	29523	-	29523	13.47	20.21	30521	-	30521	13.94	20.91
After 15 years' service	29511	Station Officer protected point J	29523	990	30513	13.93	20.90	30521	990	31511	14.39	21.59
During 2nd year in rank	29157	Station Officer protected point K	30177	-	30177	13.77	20.66	31198	-	31198	14.25	21.38
After 15 years' service	30138	Station Officer protected point K	30177	990	31167	14.22	21.33	31198	990	32188	14.70	22.05
During 3rd year in rank	29784	Station Officer protected point L	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30759	Station Officer protected point L	30828	990	31818	14.52	21.78	31869	990	32859	15.00	22.50
STATION OFFICER												
(On flexible duty system)												
During 1st year in rank	28524	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	29511	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
During 2nd year in rank	29157	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30138	Station Manager (competent A)	30828	318	31146	14.22	21.33	31869	318	32187	14.70	22.05
During 3rd year in rank	29784	Station Manager (competent A)	30828	-	30828	14.07	21.11	31869	-	31869	14.55	21.83
After 15 years' service	30759	Station Manager (competent A)	30828	990	31818	14.52	21.78	31869	990	32859	15.00	22.50

			FROM 7 NOVEMBER 2003					FULL STAGE 2 AWARD				
Current rank and pay point	Current annual £	Pay assimilation point	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £
ASSISTANT DIVISIONAL OFFICER												
(Not responsible for a group of stations)												
During 1st year in rank	30063	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	31041	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
During 2nd year in rank	30972	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	31962	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
During 3rd year in rank	31893	Station Manager (competent B)	33009	-	33009	15.07	22.61	34126	-	34126	15.58	23.37
After 15 years' service	32868	Station Manager (competent B)	33009	990	33999	15.52	23.28	34126	990	35116	16.03	24.05
ASSISTANT DIVISIONAL OFFICER												
(Responsible for a group of stations)												
During 1st year in rank	30063	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	31041	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 2nd year in rank	30972	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	31962	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 3rd year in rank	31893	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	32868	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
DIVISIONAL OFFICER III												
During 1st year in rank	32199	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	33180	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
During 2nd year in rank	32832	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	33825	Group Manager (competent A)	34704	243	34947	15.95		35878	243	36121	16.49	
During 3rd year in rank	33531	Group Manager (competent A)	34704	-	34704	15.84		35878	-	35878	16.38	
After 15 years' service	34527	Group Manager (competent A)	34704	990	35694	16.29		35878	990	36868	16.83	
DIVISIONAL OFFICER II												
During 1st year in rank	34188	Group Manager (competent B)	38211	-	38211	17.44		39502	-	39502	18.04	
After 15 years' service	35175	Group Manager (competent B)	38211	-	38211	17.44		39502	-	39502	18.04	
During 2nd year in rank	35523	Group Manager (competent B)	38211	-	38211	17.44		39502	-	39502	18.04	
After 15 years' service	36510	Group Manager (competent B)	38211	-	38211	17.44		39502	-	39502	18.04	
During 3rd year in rank	36918	Group Manager (competent B)	38211	-	38211	17.44		39502	-	39502	18.04	
After 15 years' service	37905	Group Manager (competent B)	38211	990	39201	17.89		39502	990	40492	18.49	
DIVISIONAL OFFICER I												
During 1st year in rank	37764	Area Manager (competent A)	40881	-	40881	18.66		42263	-	42263	19.30	
After 15 years' service	38748	Area Manager (competent A)	40881	-	40881	18.66		42263	-	42263	19.30	
During 2nd year in rank	38640	Area Manager (competent A)	40881	-	40881	18.66		42263	-	42263	19.30	
After 15 years' service	39633	Area Manager (competent A)	40881	72	40953	18.69		42263	72	42335	19.33	
During 3rd year in rank	39498	Area Manager (competent A)	40881	-	40881	18.66		42263	-	42263	19.30	
After 15 years' service	40485	Area Manager (competent A)	40881	990	41871	19.11		42263	990	43253	19.75	
SENIOR DIVISIONAL OFFICER												
During 1st year in rank	40653	Area Manager (competent B)	44385	-	44385	20.26		45887	-	45887	20.95	
After 15 years' service	41640	Area Manager (competent B)	44385	-	44385	20.26		45887	-	45887	20.95	
During 2nd year in rank	41772	Area Manager (competent B)	44385	-	44385	20.26		45887	-	45887	20.95	
After 15 years' service	42750	Area Manager (competent B)	44385	-	44385	20.26		45887	-	45887	20.95	
During 3rd year in rank	42885	Area Manager (competent B)	44385	-	44385	20.26		45887	-	45887	20.95	
After 15 years' service	43854	Area Manager (competent B)	44385	990	45375	20.71		45887	990	46877	21.41	

PAY RATES

APPENDIX G: Assimilation table for control specific roles

1. This appendix sets out the assimilation arrangements (including protected long service increments) for control specific roles from 7th November 2003 and for the full Stage 2 award. The rates from 7th November 2003 are those contained in circular NJC/12/03 (as amended by NJC/14/03) except that there are no protected rates for Fire Control Operators aged under 17 and aged 17.

ACTION REQUIRED

2. Fire authorities should already have implemented the rates effective from 7th November 2003 in line with the assimilation table contained in circular NJC/12/03 (as amended by NJC/14/03).

3. The rates for the full Stage 2 pay award should not be applied until agreed by the NJC.

STAGE 2 ASSIMILATION TABLE EXISTING CONTROL RANKS

Current rank and pay point	Current annual £	Pay assimilation point	Basic annual £	FROM 7 NOVEMBER 2003				FULL STAGE 2 AWARD				
				Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £
FIRE CONTROL OPERATOR												
Aged under 17	15210	(Firefighter (Control) (trainee) or	17100	-	17100	7.81	11.72	17100	-	17100	7.81	11.72
Aged 17	15738	(Firefighter (Control) (development)	17813	-	17813	8.13	12.20	17813	-	17813	8.13	12.20
Aged 18 in first 6 months	16737	Firefighter (Control) prot point C	17322	-	17322	7.91	11.87	17909	-	17909	8.18	12.27
Aged 18 after 6 months	17514	Firefighter (Control) prot point D	18126	-	18126	8.27	12.41	18739	-	18739	8.56	12.84
FIRE CONTROL OPERATOR (19 OR OVER)												
During first 6 months	17000	Firefighter (Control) prot point E	17595	-	17595	8.03	12.05	18191	-	18191	8.31	12.47
After 6 months and in 2nd year	17766	Firefighter (Control) prot point F	18387	-	18387	8.39	12.59	19010	-	19010	8.69	13.04
During 3rd year	18615	Firefighter (Control) prot point G	19266	-	19266	8.79	13.19	19920	-	19920	9.10	13.65
During 4th year	19539	Firefighter (Control) prot point H	20223	-	20223	9.23	13.85	20908	-	20908	9.55	14.33
During 5th year (appraised)	21273	Firefighter (Control) (competent)	22017	-	22017	10.05	15.08	22761	-	22761	10.39	15.59
After 15 years' service	22221	Firefighter (Control) (competent)	22017	942	22959	10.48	15.72	22761	942	23703	10.82	16.23
LEADING FIRE CONTROL OPERATOR												
	22776	Crew Mgr (Control) (competent)	23574	-	23574	10.76	16.14	24371	-	24371	11.13	16.70
After 15 years' service	23718	Crew Mgr (Control) (competent)	23574	942	24516	11.19	16.79	24371	942	25313	11.56	17.34
SENIOR FIRE CONTROL OPERATOR												
During 1st year in rank	23358	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.85	17.78
After 15 years' service	24300	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.85	17.78
During 2nd year in rank	24258	Watch Mgr (Cont) (competent A)	25107	-	25107	11.46	17.19	25958	-	25958	11.86	17.78
After 15 years' service	25197	Watch Mgr (Cont) (competent A)	25107	942	26049	11.89	17.84	25958	942	26900	12.28	18.42
FIRE CONTROL OFFICER (Not on flexible duty system)												
During 1st year in rank	27099	Fire Control Officer prot point J	28047	-	28047	12.80	19.20	28995	-	28995	13.24	19.86
After 15 years' service	28035	Fire Control Officer prot point J	28047	942	28989	13.23	19.85	28995	942	29937	13.67	20.51
During 2nd year in rank	27699	Fire Control Officer prot point K	28668	-	28668	13.08	19.62	29638	-	29638	13.53	20.30
After 15 years' service	28632	Fire Control Officer prot point K	28668	942	29610	13.51	20.27	29638	942	30580	13.96	20.94
During 3rd year in rank	28296	Fire Control Officer prot point L	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	29220	Fire Control Officer prot point L	29286	942	30228	13.80	20.70	30276	942	31218	14.25	21.38
FIRE CONTROL OFFICER (On flexible duty system)												
During 1st year in rank	27099	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	28035	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
During 2nd year in rank	27699	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	28632	Station Mgr (Cont) (competent A)	29286	303	29589	13.50	20.25	30276	303	30579	13.96	20.94
During 3rd year in rank	28296	Station Mgr (Cont) (competent A)	29286	-	29286	13.37	20.06	30276	-	30276	13.82	20.73
After 15 years' service	29220	Station Mgr (Cont) (competent A)	29286	942	30228	13.80	20.70	30276	942	31218	14.25	21.38
GROUP FIRE CONTROL OFFICER												
During 1st year in rank	30588	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	31521	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
During 2nd year in rank	31191	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	32133	Group Mgr (Cont) (competent A)	32970	231	33201	15.15		34084	231	34315	15.67	
During 3rd year in rank	31854	Group Mgr (Cont) (competent A)	32970	-	32970	15.05		34084	-	34084	15.56	
After 15 years' service	32802	Group Mgr (Cont) (competent A)	32970	942	33912	15.48		34084	942	35026	15.99	
PRINCIPAL FIRE CONTROL OFFICER												
During 1st year in rank	33759	Principal Fire Cont Off prot pt M	34941	-	34941	15.95		36122	-	36122	16.49	
After 15 years' service	34668	Principal Fire Cont Off prot pt M	34941	942	35883	16.38		36122	942	37064	16.92	
During 2nd year in rank	35082	Principal Fire Cont Off prot pt N	36309	-	36309	16.57		37538	-	37538	17.14	
After 15 years' service	35994	Principal Fire Cont Off prot pt N	36309	942	37251	17.00		37538	942	38480	17.57	
During 3rd year in rank	35880	Principal Fire Cont Off prot pt P	37137	-	37137	16.95		38392	-	38392	17.53	
After 15 years' service	36792	Principal Fire Cont Off prot pt P	37137	942	38079	17.38		38392	942	39334	17.96	

APPENDIX H: Protected promotion rates for firefighting roles

1. This appendix sets out the pay rates for firefighting roles from 7th November 2003 and for the full Stage 2 award that ensure a minimum increment on promotion of £300. This is in line with the note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Once substantive promotions can be made to the development rather than competent rates of pay (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]) the protected rates in this appendix will

need to apply to employees who lose their long service increment on promotion.

3. Further guidance will follow shortly regarding acting up and temporary promotion.

RATES FOR EMPLOYEES WHO RECEIVE LESS THAN A £300 PA INCREASE WHEN LOSING LONG SERVICE INCREMENT ON PROMOTION (FIREFIGHTING ROLES)

Current role	Full stage 2 annual increase £990 £	Role promoted to	FROM 7 NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £
Firefighter (competent)	24949	Crew Manager (development)	23790	656	24446	11.16	16.74	24593	656	25259	11.53	17.30
Crew Manager (competent)	26644	Watch Manager (development)	25716	358	26074	11.90	17.85	26586	358	26944	12.30	18.45
Station manager (competent B)	35116	Group Manager (development)	33693	583	34276	15.64	23.46	34833	583	35416	16.17	24.26

APPENDIX J Protected promotion rates for control specific roles

1. This appendix sets out the pay rates for control specific roles from 7th November 2003 and for the full Stage 2 award that ensure a minimum increment on promotion of £300. This is in line with the note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement attached to circular NJC/13/03.

ACTION REQUIRED

2. Once substantive promotions can be made to the development rather than competent rates of pay (see note of clarification to paragraph 4.5 of the Joint Secretaries' Position Statement [attached to circular NJC/13/03]) the protected rates in this

appendix will need to apply to employees who lose their long service increment on promotion.

3. Further guidance will follow shortly regarding acting up and temporary promotion.

RATES FOR EMPLOYEES WHO RECEIVE LESS THAN A £300 PA INCREASE WHEN LOSING LONG SERVICE INCREMENT ON PROMOTION (CONTROL SPECIFIC ROLES)

Current role	Full stage 2 annual increase £942 £	Role promoted to	FROM 7 NOVEMBER 2003					FULL STAGE 2 AWARD				
			Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	O'time rate £	Basic annual £	Prot LSI annual £	Total annual £	Basic hourly rate £	Overtime rate £
Firefighter (Control) (competent)	23703	Crew Mgr (Control) (development)	22599	640	23239	10.61	15.92	23363	640	24003	10.96	16.44
Crew Mgr (Control) (competent)	25313	Watch Mgr (Control) (devpment)	24432	356	24788	11.31	16.97	25257	356	25613	11.70	17.55

25 YEAR BADGES



Clive Hayward receiving his medal from branch rep **Keith Forward**



David Coker receiving his medal from branch rep **Keith Forward**



Derek McCann, Central fire station, Aberdeen, receives his 25 year badge from branch secretary **Leon Murray**



Keith Vagg receiving his medal from branch rep **Keith Forward**



Nigel Millard, Central fire station, Aberdeen, receives his 25 year badge from branch secretary **Leon Murray**



Station officers **Hugh McLeod** and **Ken Pringle** receiving their 25 year union badges from Branch Chair **Mark Gerrard** at Tynemouth Branch, Tyne and Wear



Jerry Hohenkerk receives his 25 year badge from **Jon Baker**, branch secretary



Rab Weir, Central fire station, Aberdeen, receives his 25 year badge from branch secretary **Leon Murray**



Norman Parkinson, Central fire station, Aberdeen, receives his 25 year badge from branch secretary **Leon Murray**



Norman Hendrie is presented with his 25 year badge by **Stu Andrews**, former Branch Secretary